Healthcare worker training programmes: Lessons from Kenya

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“Do not follow a path that it may lead you to where others go, BUT Go where there is no path and leave a trail”
Key challenges for Kenya

• Lack of medical personnel:
  – Four rheumatologists for a population of 41 million
  – one physician for every 10,000 people

• Avoidable suffering and disability
What can be done to help?

• Training of mid-level providers in detection, diagnosis and management of disease
• Develop and utilize the skills and experience of patients
Iniatives

• Uwezo musculoskeletal health training programme
• ILAR-East Africa Rheumatology Initiative
Uwezo musculoskeletal health training programme

• Purpose:
  – Enable early access to musculoskeletal health care

• Approach:
  – Brings together physicians and patient from various regions across Kenya and trains them to become “musculoskeletal health trainers”
  – Musculoskeletal health trainers train health providers on basic skills needed for prevention, diagnosis, treatment and management of various musculoskeletal conditions.
Uwezo musculoskeletal health training programme

• The primary health providers
  – Work at community level
  – First point of contact for anyone seeking care
  – Taught to diagnose MSC and identify MSC emergencies
Conceptual framework

- International and national experts including rheumatologists, patients and researchers
  - Train
  - Mid level physicians and patient teams
    - Train
    - Community health providers who are the first point for anyone seeking care
The outcome?

Whole communities receiving better assessment, diagnosis, treatment and management of conditions which if untreated cause pain, disability and death
Training the trainers

- Training provided by international and national experts in the field of musculoskeletal health
- Participants trained on how to train
- Physicians focused on increasing clinical knowledge and skills in the early detection, diagnosis, and management of MSC’s
Training the trainers

• Patients training focussed on how to use their experience to make health providers aware of the impact of these conditions and to train health providers in effective history taking and clinical examination

• Patients and physicians came together to practice working as a team to deliver training that is both engaging and effective
Project training tool kit

• Core curriculum for both patients and physicians
• Three training manuals:
  – Physician musculoskeletal health trainer
  – Patients musculoskeletal health trainer
  – Musculoskeletal community health provider
• Trainer presentations
• Demonstration video
Musculoskeletal health Trainer

• Come from 11 regions of Kenya
• Teach district hospital physicians, Clinical officers, nurses, occupational therapists and physiotherapists
Training the trainers

What they teach:

• Full medical history
• Clinical examination of musculoskeletal system
• Appropriate and effective use of tests and investigations
• Making diagnosis
• Management and treatment of common musculoskeletal conditions
• Diagnosis and treatment of musculoskeletal emergencies
Training the trainers

How they teach:

• Physician and patient team
• Lectures, Discussions and Workshops
• Physicians: Clinical training
• Patients share their story on:
  – impact of their disease on themselves, family and friends
  – How they cope with their condition
  – Principles of self management
  – How to take an effective history
  – seeing and feeling joint damage
So Far

• 19 physician and patient teams have been trained from eleven districts
• Teams from six regions have gone on to train 300 community health providers
• Teams from four districts ready to train but not yet due to restricted funding
• Patients and physicians from Thirty six districts could have an opportunity to become musculoskeletal health trainers and provide training and access right across Kenya
immediate needs

• Additional funding to train 200 health care providers in four locations
• Evaluation of the project to provide evidence of effectiveness
What next?

- Development of project website
- Online training toolkit;
  - Training manual and up to date information
  - Clinical forum for Interactive discussion with national and international experts
  - Patient network providing patients with an area for discussion and sharing of ideas and information.
Longer term Goals

• Develop a programme of patient-led self management programmes across Kenya to help those affected by MSC to manage their own condition more effectively.

• To develop rehabilitation services to increase the availability of appropriate, low cost equipment to help increase people affected by MSC live better quality lives
ILAR-East Africa Rheumatology Initiative:
State of the initiative
Ideas to Action: ILAR-East Africa Initiative

To unite
the international rheumatology community
to aid in
enhancing clinical rheumatology services
in an area that carries
25% of the world’s disease burden
but has only
2% of the world’s human resources for health
Specific Goals

- Rheumatology education
- Clinical rheumatology services
- Sustainability and expansion of the programme
Rheumatology Education

- Curriculum development for:
  - Medical students
  - Residents
  - Fellows - training opportunities/clinical attachments
    - University of Liverpool, Liverpool. UK
    - Stobhill hospital, Glasgow

- Training of community / patients leaders
  - AARD
  - Lupus foundation

- Integration of physicians from the region
  - Arthrheuma Society of Kenya
Clinical Rheumatology services

• Rheumatology referral centers and clinics:
  – KNH
  – AKUH
  – Mater hospital
  – ? MTRH

• Expansion to provincial hospitals
Rheumatology Research

• Epidemiological
  – COPCORD
• Hospital based
• Mentors for local students
• Grants for local research
Sustainability and expansion

- Fundraising
- Programme promotion
  - Website development (www. Arthritisafrika.org)
  - Partners against Arthritis
  - advertisement
Unmet needs

• Rheumatologists for all medical schools and and provincial hospitals
• Information on epidemiology of rheumatic diseases
• Curriculum for regional rheumatology fellowship (in progress)
• Programme funding
• Opportunities for clinical attachments for fellows
• An institute for rheumatology and rehabilitation?
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“IF YOU WON’T BE BETTER TOMORROW THAN YOU WERE TODAY, THEN WHAT DO YOU NEED TOMORROW FOR?”
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